



The ATO Vision

Safety. Service. Value.

Leading
Aviation Services
into the Future.

Communicate the Message

Why did we do this?

- Mandate from Congress to change to a performance-based organization
- Historic program cost over runs and poor fiscal discipline
- Respond to changes in the industry and national priorities
- Improve the efficiency and effectiveness in how we use resources
- Implement fiscal discipline
- Meet increasing industry demands in the light of shrinking resources
- Focus on core services

Why this structure? Why 10 service units?

- Align the organization around our core output
- Align our cost around the services we provide
- Increase effectiveness and eliminate or reduce redundancies *on all levels*
- Create a more responsive organization and increase management effectiveness

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Why three service areas?

- Align facilities with their service units
- Reduce layers of management to create a more responsive organization
- Move management closer to the service delivery point
- Build a foundation for future cost management
- Decentralize decision making and financial accountability

What is going to be different?

- New leadership based on corporate decision making
- Fiscal discipline based on Cost Accounting principles
- Fiscal transparency and accountability
- Service Areas are aligned around customer point of view
- Performance is based on results (output) over process (input or function)

How is this better?

- Provides the ability to put the right people in the right place at the right time
- Helps get decisions made based on corporate-like priorities
- Increases the integrity of the budgeting process
- Restores credibility with Congress and ensures our viability as a government agency

What is the future end state?

- A fiscally disciplined organization based on alignment around core services
- An organization responsive to owners, customers and employees